



# GUARD FAMILY CONNECTION

Volume 2, No. 3 NORTH CAROLINA NATIONAL GUARD



## National Guard EMPLOYERS

SUPPORTING CITIZEN SOLDIERS & AIRMEN



### IN THIS ISSUE

The men and women of the North Carolina National Guard work in a variety of jobs, from the service industry, to teaching, law enforcement, and medical professionals — Guardsmen represent all walks of life. We recognize the employers who help make their service possible.





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Volume 2, No. 3 NORTH CAROLINA NATIONAL GUARD

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*Assistant Adjutant General for Air*

**Brig. Gen. Steve Hargis**  
*Assistant Adjutant General for Army*

**Maj. Matthew Handley**  
*State Public Affairs Officer*

**Department Contributors**  
*Public Affairs*  
*Family Readiness*  
*Director of Civil Military Affairs (DCMA)*  
*Information Management (J6)*  
*Education Services*  
*Personnel (J1)*  
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*Recruiting & Retention*

**Guard Family Connection**  
**N.C. National Guard Magazine**  
Volume 2, No. 2

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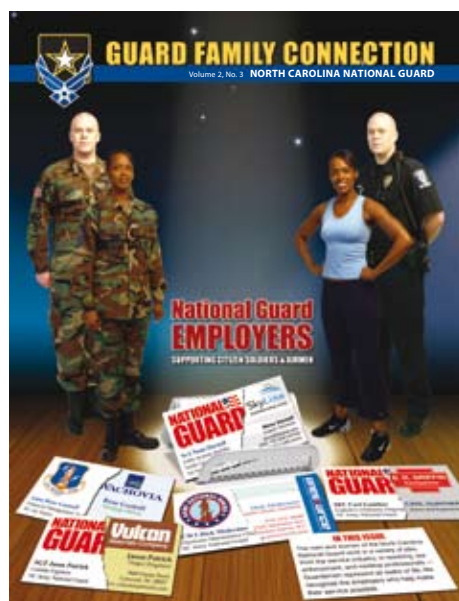
If you are interested in finding out more about the North Carolina National Guard, call toll-free 1-800-621-4136 or visit [www.nc.ngb.army.mil](http://www.nc.ngb.army.mil)

## On the cover >>

Sgt. Ryan Botzenmayer, Forward Observer for Detachment 3 Headquarter, Headquarters Company 120th Combined Arms Battalion N.C. Army National Guard, serves and protects citizens of Charlotte on the Charlotte, Mecklinberg Police Department.

Chief Master Sgt. Marlicia Hunt, is the 145th Services Flight Manager in the N.C. Air National Guard, and keeps people fit as a full time personal trainer and fitness instructor.

They represent the unique role of the Citizen Soldier and Airmen.



## POSTMASTER

**Send address changes to:**

**AGFP, 4105 Reedy Creek Road**  
**Raleigh, NC 27607-6410**

To download this publication in electronic format visit:  
[www.nc.ngb.army.mil/gfc.asp](http://www.nc.ngb.army.mil/gfc.asp)

# The Adjutant General



## TALK TO THE BOSS

### Fellow Soldiers and Airmen,

Our fore-fathers that responded to Paul Revere's call to arms at the beginning of our nation's fight for independence faced some of the very same challenges at home that we do today. They had responsibilities of family, of earning a living, and of serving with the local militia. Most were self employed as farmers, or trade-smiths that had to balance the responsibilities of home, business and providing security for their town or village. Sounds familiar doesn't it? Although most of our Guardsmen today work for an employer, the balancing act between those important demands remain the same.

The National Guard is unique in its role and its place in the fabric of our nation and our state. Unlike active duty Soldiers and Airmen, we are spread out all across the state, from the cities and towns to the rural countryside. We are self-employed and we work for both neighborhood businesses and large corporations. The way we provide for our families, our primary source of income, is a big part of who we are. Often our National Guard work can be foreign to coworkers and employers. They do not know the details of what we do, what our military life is like and how much our families endure in their support of our "other" profession. We owe it to our employers to help them understand what we do, and especially why we do it.

There are thousands of great employers in North Carolina and they continue to support Guardsmen in ways big and small. Some employers keep paying salaries when their Soldier or Airman deploys, there are employers that go above and beyond to take care of guard families during deployments, and all ensure you get all the re-employment rights you deserve after serving our nation.

In this issue of GFC we feature the employer, we thank them for their support in their own unique role in the National Guard. I want to highlight for you some of the great things employers do for us. I challenge you to reach out to your employers, to those who



have helped you and especially to those who may not know what you experience as you and your family serve our state and nation in the North Carolina National Guard.

All employers make sacrifices when we are away for training and for deployment. The Committee for Employer Support to the Guard and Reserve (ESGR) has many different programs to help you recognize those great employers, and many tools to help you educate them on how they can help you and your family when duty calls.

N.C. has, for each of the last four years, had one of the top 15 employers in the nation recognized by Secretary of Defense Donald Rumsfeld for their outstanding contributions to the Reserve and National Guard. No other state in the nation can make that claim! Representatives from these outstanding N.C. companies have met President Bush and Mr. Rumsfeld and were recognized for their tremendous support to you. They received that deserved accolade because a N.C. Guardsman nominated them to be recognized for their support. I highly encourage you to thank your employers for supporting the N.C. National Guard. In addition, I hope to see more nominations of our great employers in the year to come.

**Maj. Gen. William E. Ingram Jr.**  
**The Adjutant General,**  
**N.C. National Guard**



### THE SOLDIERS CREED

I am an American Soldier.

I am a Warrior and a member of a team.  
I serve the people of the United States and live the Army Values.

I will always place the mission first.

I will never accept defeat.

I will never quit.

I will never leave a fallen comrade.

I am disciplined, physically  
and mentally tough, trained and  
proficient in my warrior tasks and drills.

I always maintain my arms,  
my equipment and myself.

I am an expert and I am a professional.

I stand ready to deploy, engage,  
and destroy the enemies of the  
United States of America in close combat.

I am a guardian of freedom and the  
American way of life.  
I am an American Soldier.



### AIRMAN'S CREED

I AM AN AIRMAN

A Newly planted seed each day,  
exceeding all expectations

I AM AN AIRMAN

One of the many, strong, and the proud

I AM AN AIRMAN

Backbone of the Air Force, focused  
on quality, integrity, and excellence

I AM AN AIRMAN

Eager to learn the skills of tomorrow's needs.

I AM AN AIRMAN

Continuously striving to become more that

I thought I could and encouraging  
my fellow airmen to do the same.

I AM AN AIRMAN

Going above and beyond what is appointed  
by those appointed over me

I AM AN AIRMAN

A follower, transforming into a future leader

I AM AN AIRMAN

A part of the hope and promise of freedom,  
willing to die so that freedom may live

I AM AN AIRMAN



# Family Connections

## The Summer Heats up Family Programs

Dear Families,

The state Family Program Office attended the 2006 National Volunteer Workshop and Youth Symposium in Philadelphia, Pa. in July. The workshop was designed to thank volunteers for their dedication to Guard members and their families. The Family Program Office learned a great deal of information from the workshop. Among the most important lessons was emergency preparedness. Family program leaders from states affected by Hurricane Katrina shared their experiences. Their lessons learned have shown us how important it is for families to have an emergency plan in place in case something unexpected, such as a natural disaster or terrorist act, occurs. For more information please visit your local Emergency Management Office or visit FEMA.gov online.

In July, Operation Kids on Guard (KOG) Camp was held at Freedom High School in Morganton, N.C. where over 100 children participated. Youth between the ages of 8-18 will be eligible to participate in a KOG weekend camp September 15-17 at Camp Butner. We want to provide all of our North Carolina National Guard children the opportunity to attend a KOG event. If you are a family readiness group volunteer, we encourage you to work with Mrs. Alice Dean, State Youth Coordinator, to set up an event in your area.

The Family Program Office also presented five Marriage Enrichment Weekend Retreats, from April thru August, with a combined attendance of over 110 couples. We are thrilled by how Marriage Enrichment has grown in value and effectiveness since it began last year. As with any new program, we are still learning and appreciate the patience and feedback from the couples that have attended the retreats. Our goal is to expand the program in the future by offering it in unique locations but most importantly by obtaining permanent funding for the Air Guard member to attend at no cost.

We are pleased to announce that the new Sesame Street DVD is here. Talk, Listen, Connect: Helping Families during Military Deployment is a bilingual kit that helps military families with children ages 3-5 cope with the feelings, challenges, and concerns experienced during all phases of deployment. North Carolina is especially proud of the DVD. Guard families with toddlers across the state participated in Sesame Workshop focus groups contributing their experiences and thoughts to the project.

In the next few months, our State Family Program Office will focus on volunteer and support staff trainings, planning holiday events and gearing up for the New Year ahead of us. There is nothing more precious than our families and we strive to become more effective in helping to keep our most important assets in a ready state for any situation. Please enjoy the upcoming holiday season by surrounding yourselves with loved ones, taking care of one another and, most of all, being safe.

Sincerely,  
Dale J. Cowan  
Capt, NCANG  
State Family Program Director



**Capt. Dale J. Cowan**  
State Family  
Program Director

## Ways to Volunteer with Family Programs

### FAMILY PROGRAM OFFICE NEEDS

Assist the State Family Program Office with a variety of duties, such as inventory, filing, routine administrative tasks, etc. This frees up the State Family Program Assistant & the Family Assistance Center Coordinator to address the needs and concerns of deployed members' families.

### OPERATION KIDS ON GUARD

Operation Kids on Guard is designed to provide our National Guard youth with a friendly environment where they can have their questions answered and speak with their peers about Guard life all through a fun experience. Presentations, discussions, and demonstrations will be available so that the children can learn first-hand some of what their deployed parent's job and responsibilities are, how they are trained, and how they take care of one another when in harms way. Children are assigned to a flight or unit, issued dog tags, ID Cards, KOG tee shirt, and bandanna as their uniform for the day.

**Location:** Various, throughout N.C.

**Camp length:** 7:00 a.m. to 3:00 p.m. Saturday or 4:00 p.m. Friday through 12:00 p.m. Sunday for overnight camps.

**Total Volunteer Duration:** 6-12 hours or 24-44 hours for overnight camps.

### PHONE CALLS (unit level responsibility)

Communicate directly with our deployed members' families. "Arrival in Theater" calls, at least every 30 days "howgozit" calls, and "Return-home" calls.

**Date and location:** As required, this can be done from home (Family Readiness can provide calling cards for long distance calls)

**Time Volunteer Duration:** 1-2 hours

### SPECIAL EVENTS (family days, open house)

Assist with the preparation for and/or the actual event.

**Locations, dates, and times:** TBD

**Total Volunteer Duration:** 4-8 hours

**Total Time:** 2-5 hours

### PROCESSING LINE OR SOLDIER READINESS PROCESSING

The Processing Line and SRP is associated with the actual deployment of unit members. Family Readiness is a required "station".

**Locations:** Various N.C.

**Actual "on-line" time:** 1-4 hours

**Date:** as required

**Total Volunteer Duration:** 2-3 hours

**Note:** Showtime is 1 hour prior. Handouts and supplies in Family Readiness Office

### HOMECOMING (requires the most flexibility of volunteers)

This is an opportunity to assist the families as they await the arrival of their returning loved ones.

**Event length:** about 3-5 hours (delays can extend this)

**Total Volunteer Duration:** 3-5 hours



# Veterans & Guardsmen Resources



## LONG DRIVE TO DRILL? Army Guard's new IDT Lodging Program helps reduce fatigue

Maybe you have recently taken a transfer to get that long awaited promotion, or you're driving a few extra miles to drill to be in the unit of your choice. The drawback — a 150 mile drive at O-DARK 30 in the morning, before a busy weekend of training for combat. Saturday night, a nice soft cot on the armory floor awaits, but come sunrise its time for more tough training. After a hard day its back in the fast lane to get home just in time to kiss the kids good night. The next day you go back to your regular job, alongside the guy who slept all weekend and watched reruns of Law and Order on cable.

Sound familiar? There is no doubt that NC National Guardsmen can live and work in tough conditions, but when distance to drill becomes a personal safety factor, common sense has to take the lead. Recently, the North Carolina Army National Guard Safety Office implemented the Inactive Duty Training (IDT) Lodging Program to help avoid Soldier fatalities or injuries resulting from privately owned vehicle (POV) accidents.

Studies have shown that the majority of Army-wide fatalities are a result of POV accidents. The three main causes of these accidents are speeding, driving under the influence and fatigue. This IDT Lodging Program is designed to address fatigue by giving Soldiers the opportunity to travel the day before drill and have comfortable quarters during their home station training.

### HOW THE PROGRAM WORKS

The IDT Lodging Program provides government-funded quarters to traditional members of the North Carolina Army National

Guard who live more than 100 miles from their assigned unit. The commuting distance is calculated from the Soldier's home address to the armory address. The program provides lodging at local hotels near the unit's assigned armory for Friday and Saturday nights during a scheduled IDT.

### PROGRAM ELIGIBILITY

The program is available to all qualifying unit members as long as the training is conducted at the unit's home station. This is not a reimbursement program. The cost of the lodging is paid directly to the hotel by the Lodging Coordinator, so Soldiers are not required to pay the cost of the

lodging. Two Soldiers are typically required to stay in each room. Soldiers who prefer to room alone are responsible for one-half of the room cost. Rates will not usually exceed local per diem, however, in some cases may be substantially lower than the standard for the area. Soldiers eligible for the IDT Lodging Program should coordinate through their unit Readiness NCO.

### ADDITIONAL INFORMATION

#### Mrs. Meredith Kernodle

IDT Lodging Coordinator

[meredith.d.kernodle@nc.ngb.army.mil](mailto:meredith.d.kernodle@nc.ngb.army.mil)

or see the website below for: Statement of Procedures, Request Form, and Authorization Memorandum.

<https://gkoportal.ngb.army.mil/sites/NCGKO/asol/default.aspx>



## Veterans Benefits: Be Your Own Boss

Are you tired of working for someone else? Do you want to be your own boss? Think you've got a good idea for a business that can give you the freedom and income you want? Believe it or not the VA can help!

The VA has set up an organization to help veterans start their own businesses and establish networks to make their businesses grow. Though no direct monetary support is available, you can use your G.I. Bill benefits to take classes at Small Business Development Centers or the National Veterans Business Development Corporation. They also offer consulting services to help you prioritize your business plan and get moving in the right direction.

For More information check out the following websites: [www.vetbiz.gov](http://www.vetbiz.gov) or [www.sba.gov](http://www.sba.gov)



**Andrew Butterworth**  
Veterans Benefits Specialist



## Family Focus

### Marriage Enrichment Workshops Prepare Couples for Deployment

Military Spouse, the hardest job in the military just got a little easier. The North Carolina National Guard Family Readiness and chaplains are continuing free Marriage Enrichment Workshops across the state. The workshops are funded by the National Guard Bureau.

This year the workshops are providing the Prevention and Relationship Enhancement Program (PREP). PREP teaches communication skills and problem resolution. "The biggest thing is it helps couples improve communication," said Capt. Dale Cowan, State Family Program Director.

These skills help couples learn how to cope with adjustments due to separation by deployment. "It is really stressful to be away from your family especially your Spouse," said Cowan.

The weekend-long program is available to all Guard members and their spouses regardless if you have deployed or not. Lodging, meals and materials for the program are free. Spouses will be put on Invitational Travel Orders for travel costs and per diem during the program. Due to current funding restrictions the weekend requires Air National Guard personnel to incur costs for attendance. "We try to have them in different locations so families do not have to travel across the state," said Cowan.

The program will be offered next year, and one will be held in conjunction with a Kids on Guard event. Many other family programs are available through your Family Assistance Centers or Family Readiness Group. "Marriage enrichment is just one thing, life consultants from Army Community Service, other programs, it is easy to do once you contact the right people," said Cowan. "Just begin at the Family Assistance Center."

Families ready for deployment are critical to the success of the Guard. "It all goes back to having ready families so Airmen and Soldiers can accomplish their mission," said Cowan.

#### ADDITIONAL INFORMATION

For more information about the Marriage Enrichment Workshops or other family programs contact:

**Ms. Diane Coffill**

FRG Advisor

800-621-4136 ext. 5573

diane.coffill@nc.ngb.army.mil

**Sgt. Terry Hubbard**

Family Program Assistant

800-621-4136 ext. 6124

terry.hubbard@nc.ngb.army.mil

**Family Readiness website**

[www.nc.ngb.army.mil/family](http://www.nc.ngb.army.mil/family)



Deployment can cause stress and communication problems between Guard members and their spouses. Marriage Enrichment Workshops were developed to help couples learn to cope with the separation.

### Military Appreciation Day



Military families with a current military ID and Four Guests will be admitted free on:

Military Appreciation Day

Wednesday October 18th

For more information check out the following website: [www.ncstatefair.org](http://www.ncstatefair.org)



## Elmo and Friends to Help Military Families

**Sesame Street DVD, *Talk, Listen, Connect: Helping Families Cope with Military Deployment*.**

<http://www.militaryonesource.com/skins/MOS/home.asp>

Military OneSource is offering the new Sesame Street DVD, *Talk, Listen, Connect: Helping Families Cope with Military Deployment*.

You know the deal: Your kid asks a question on a touchy subject. You squirm and dodge the issue. With a little help from Elmo, Sesame Street is urging parents to level with their little ones, especially those in military families trying to deal with Mom or Dad's lengthy deployment overseas.

"Our goal is to really get military families with young children... to talk about the different stages of deployment with their children—not only talk about it but prepare them for it," said Jeanette Betancourt, Vice President of Content Design at Sesame Workshop, which produces Sesame Street.

Sesame Workshop has produced a DVD in both English and Spanish that will be distributed free to military families next month. As he announced the details, CEO Gary Knell was joined by officials of Wal-Mart, which has committed \$1.5 million to the project. Karla Sketch, the family readiness coordinator at Fort Campbell, an Army base on the Kentucky-Tennessee line, said parents often request coloring books, pamphlets or any materials that will help them discuss a Soldier's absence on a kid's level. She added that many parents are afraid of saying the wrong thing and frightening their children. "Are they going to tell their kids too much? Are they going to tell them enough?"

Some parents are new to the military. They don't even understand it themselves," Sketch said.

The DVD shows Elmo and his parents preparing for Elmo's dad to be deployed, though it doesn't say where he's going. The characters discuss their feelings, exchange keepsakes and review the reasons why Elmo can't go too. They promise to think about one another often and keep up their regular practice of saying goodnight to the moon.

"Elmo, you know no matter where I am, I'll still be able to see the moon, just like you," his dad says. The DVD also addresses the mixed feelings that sometimes come with reunions. Elmo describes

feeling "excited in a funny way" on reunion day. He goes on to say his tummy is doing flip-flops. Sketch says this kind of dialogue is critical and often overlooked.

"A lot of times, after a year, you have to get to know that person again," she said. "Reunion is a process you

have to get through. It's going to be great the first day, but it is a process. It's not just going to be back to business as usual as soon as that Soldier comes home." Some half a million children of active duty personnel are

newborn to five years old, said Leslye Arsht, Deputy Undersecretary of Defense for Military Community and Family

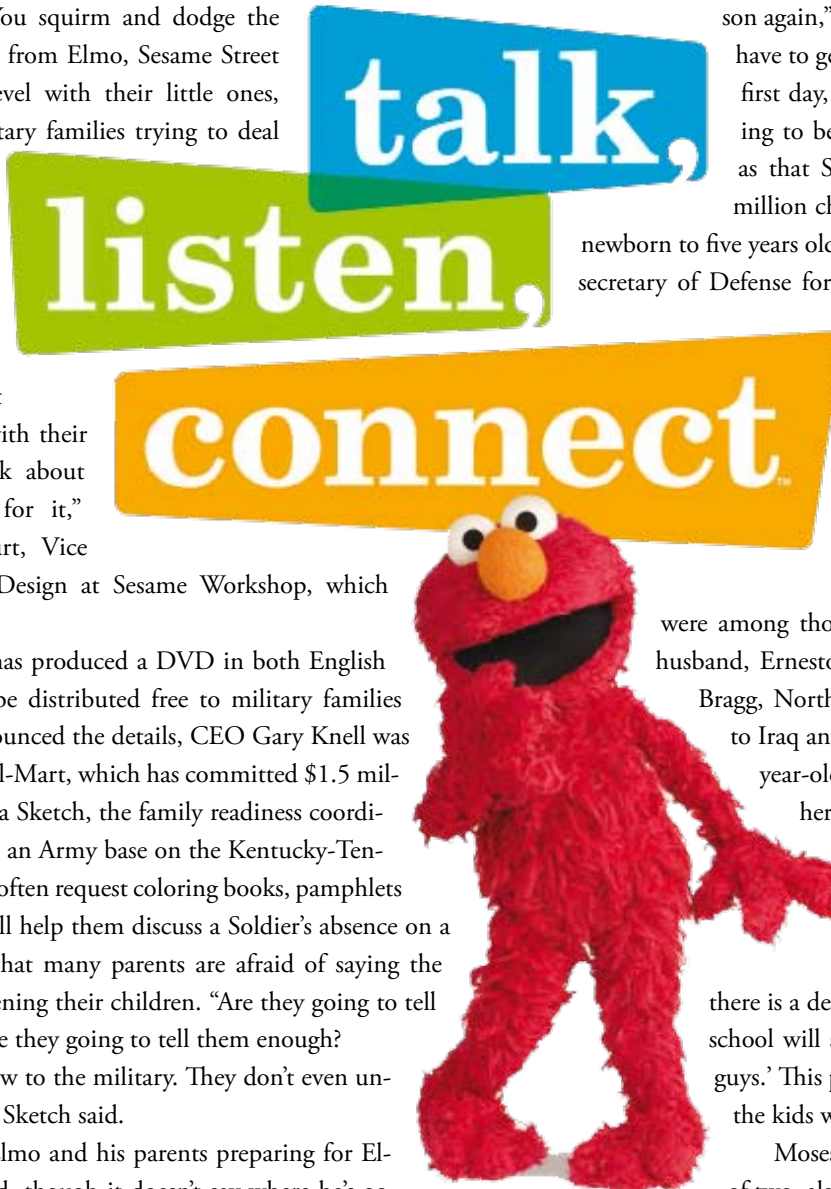
Policy. Arsht said Sesame Street accurately and sensitively depicts what their lives are like by using show characters like Elmo, Telly and Rosita interspersed with interviews with real-life families throughout the DVD.

Joanna Lopez and her family were among those featured in the interviews. Her husband, Ernesto, is an infantryman based at Fort Bragg, North Carolina who has been deployed to Iraq and Afghanistan. Lopez, who has a 9-year-old and a 5-year-old and is expecting her third child, predicted the DVD would be helpful to families like hers.

"Some parents don't know how to deal with children when there is a deployment," she said. "Other kids in school will say, 'My daddy is away killing bad guys.' This prepares the mom or dad to prepare the kids with better things to say."

Moses Rogers, a Navy reservist and father of two, also near Fort Bragg, was another participant in the program. He said being part of

the DVD project made him think about deployments in a new light. "I think the lesson that I got personally was separating from your family is really hard, but if you communicate that is good," he said. If he were to offer advice to other families now, Rogers said, "Talk to your children. Let them know what's going on. Let them know that you're going somewhere to help somebody."







## Family Focus

### Kids on Guard Helps Children Deal with the Stress of Deployment

By Spc. Jessica L. Sheldon

A little boy sat fascinated in the cockpit of a Black Hawk helicopter. His eyes were wide-open as he explored the cabin, pushing buttons and pulling levers. In his mind he was high in the air flying through the clouds. At the side of the aircraft stood a National Guardsman, answering the boy's questions about the helicopter and about what it's like to be a Soldier in the National Guard.

The boy is the son of a deployed North Carolina National Guardsman, and he is not alone. This scene has played out with hundreds of children at armories across the state as a part of the Kids on Guard program.

Deployments can be confusing and difficult for children. Studies have shown that children of deployed Soldiers often experience high levels of anxiety and stress. For the parent left behind, questions from children can be heartbreaking and almost impossible to answer. That's why the Morrisville Family Assistance Center created a program called Kids on Guard (KOG).

The KOG program was designed to help kids of deployed Guardsmen deal with their feelings of rejection and loneliness. Children who attend schools near a military installation are more likely to have other children in their classes with deployed parents, and the schools are prepared to deal with related problems. However, children of Guardsman may be far away from a base, and school systems, faculty and classmates may not know how to cope with the problems these kids experience.

As a result of the stress from a deployment, children may act out and their grades could suffer. It is important for kids to know that these feelings are normal and that they are one out of more than 12,000 other children across the state going through a similar situation.

By the same token, N.C. National Guard spouses should not feel like they are alone either. From the coast to the moun-



**Kids check out the controls of a Black Hawk helicopter as a Soldier looks on and answers questions during a recent Kids on Guard event held in Morganton, N.C.**

tains, there are thousands of families experiencing the same thing; the goal of Kids on Guard is to connect these families.

The KOG program is for children ages 5-15 of Army and Air National Guardsmen. KOG helps teach them what their parents do in the military and why their involvement is so important. Mrs. Lil Ingram, spokeswoman/top supporter for KOG and wife of Maj. Gen. William E. Ingram, Jr., the Adjutant General of the North Carolina National Guard, wrote a story she had experienced at the first Kids on Guard which drove home to her the need for such a program:

*At the first KOG, the campers ranged in ages from four years old to fifteen years old. The Family Assistance Center, FAC, staff decided to have a power point presentation as one of the group activities. I was a little hesitant to have four and five year old children in a classroom sitting watching slides and listening to the presentation. However, it was the most moving, powerful few moments that I*

*have ever experienced. A volunteer, uniformed Sgt. began showing the pictures of the desert, tents, helicopters, weapons, medics, chow time, mail call, and many, many Guardsmen donning their desert camouflage. He carefully explained, in limited detail, each picture on the screen. A very small four year old little boy, dressed from head to toe in desert camouflage, timidly raised his hand. The Sgt. called on the little boy who asked, "My daddy is one of the good guys, right?" "Yes," said the Sgt. The little boy then asked, "Well, there are a lot of bad guys too, right?" "Yes, there are a lot of bad guys too", continued the Sgt. The young boy then ask, "Well, if my daddy gets shot, who will put on his band-aid?"*

*There was not a sound in that classroom. The tough drill Sgt. melted and softly put his hand on the little boy's shoulder and said, "Let's talk about the soldiers' creed." After that, every little hand in that room was waving in the air, so many questions to be asked*

*continued on page 18*





## Linking Your Military Occupation with Civilian Employers

Imagine this: You are a 15G, Aircraft Structural Repairer, or a 21P, Prime Power Production Specialist, and you are trying to get a similar job in your community. You are having difficulties getting civilian employers to recognize the military classroom instruction and on-the-job training (OJT) that you have already completed.

Have you been there? The Apprenticeship Program will certify the training you receive in the Guard and provide well-documented, civilian training records along with nationally-recognized credentials from the North Carolina and United States Departments of Labor.

Apprenticeship combines your occupation's related instruction with supervised OJT. Apprenticeship programs take 1 to 5 years to complete while OJT lasts 6 to 24 months.

Thorough documentation is required for government programs. The NCNG Education Services Office (ESO) and the N.C. Dept. of Labor (NCDOL) are now in the process of compiling all of the related instruction and supervised OJT documents for occupations eligible for apprenticeship within the NCARNG.

What's next?

1. Documentation will be reviewed by NCNG Headquarters and the NCDOL Bureau staff.
2. With approvals in place, voluntary program registrations will begin.
3. Registrations will be planned through commands at armories across the state.
4. Each soldier will then begin or continue related instruction and OJT with training records updated by the unit, just like any other training.
5. As each soldier completes apprenticeship, ESO will inform NCDOL and a completion certificate request will be submitted.
6. Finally, there will be a recognition ceremony scheduled by the ESO & NCDOL with two certificates and a wallet ID card presented to each soldier stating that the apprenticeship is complete.

Since the ESO and NCDOL are actively working on establishing this new program, routine progress reports will be provided. In October, details for program registrations will be announced.

### ADDITIONAL INFORMATION

The apprenticeship program is already available for many civilian occupations. For those who have GI Bill benefits, you may be eligible to collect those benefits while training in approved apprenticeship & OJT programs.

#### NCNG Education Services Office:

(919) 664-6488/6272  
[www.nc.ngb.army.mil/education/default.asp](http://www.nc.ngb.army.mil/education/default.asp)  
CW2 Mark Colon  
[mark.colon@us.army.mil](mailto:mark.colon@us.army.mil)  
SPC Roger Smith:  
[roger.v.smith@us.army.mil](mailto:roger.v.smith@us.army.mil)

#### NCDOL Apprenticeship & Training Bureau:

(704) 778-8378  
Aaron Harper, Western N.C. VA Specialist  
[aaron.harper@nclabor.com](mailto:aaron.harper@nclabor.com)

#### Eastern N.C. VA Specialist

(919) 609-2569  
[www.dol.state.nc.us/appren/appindex.htm](http://www.dol.state.nc.us/appren/appindex.htm)  
Dale Yarborough  
[dale.yarborough@nclabor.com](mailto:dale.yarborough@nclabor.com)

## NCNG Education Office

Knowledge is the cornerstone of any successful business. Employers require their personnel to possess certain skills and develop them as they progress up the career ladder. Most companies already value traits that Citizen Soldiers and Airmen bring with them such as supervisory experience, the ability to work with a team, responsibility, and a strong work ethic. They also realize that the National Guard offers an amazing opportunity for their employees to receive additional education and training with little or no out-of-pocket cost to them.

North Carolina National Guard education benefits, including GI Bill programs, give soldiers the chance to gain or improve skills that employers are desperately seeking. By taking advantage of these resources, service members can receive technical, trade or vocational training as well as complete an undergraduate or graduate degree. In some cases, it is possible to obtain a first professional degree such as Architecture, Certified Public Accountant or Theology to name a few.

Another important factor for employers is

the flexibility that these programs offer. Education goals can be accomplished on campus, via the internet, through apprenticeship or even with work study, making it easier for service members to learn while continuing to work.

To find out more about North Carolina National Guard Education Benefits, including which ones are available to you, access the following website; [www.nc.ngb.army.mil/education](http://www.nc.ngb.army.mil/education). If you need further assistance please contact [mark.colon@nc.ngb.army.mil](mailto:mark.colon@nc.ngb.army.mil) or [roger.v.smith@nc.ngb.army.mil](mailto:roger.v.smith@nc.ngb.army.mil).

## NCNG Family Assistance Center Locations

### ASHEVILLE

**Mrs. Lana Greer**

75 Shelburne Rd  
Asheville, NC 28806  
800-621-4136 ext. 5029  
[lane.greer@nc.ngb.army.mil](mailto:lane.greer@nc.ngb.army.mil)

### CHARLOTTE

**Mrs. Keneitha Delaney**

4240 West Blvd  
Charlotte, NC 28208  
800-621-4136 ext. 5756  
[keneitha.delaney@nc.ngb.army.mil](mailto:keneitha.delaney@nc.ngb.army.mil)

### GREENSBORO

**Mrs. Katy Jones**

110 Franklin Blvd  
Greensboro, NC 27401  
800-621-4136 ext. 7712  
[katy.jones@nc.ngb.army.mil](mailto:katy.jones@nc.ngb.army.mil)

### MORGANTON

**Mrs. Nancy Davis**

411 Kirksey Drive  
Morganton, Nc 28655  
800-621-4136 ext. 8112 line 18  
[davisnan@nc.ngb.army.mil](mailto:davisnan@nc.ngb.army.mil)

### MORRISVILLE

**Mrs. Rena Wethington**

2025 National Guard Rd  
Morrisville, Nc 27560  
800-621-4136 ext. 7616 or 7655  
[rena.wethington@nc.ngb.army.mil](mailto:rena.wethington@nc.ngb.army.mil)



# 2006 EMPLOYER RECOGNITION *Awards*

2006

~ FREEDOM AWARD RECIPIENT ~

**Skyline Membership Corporation  
West Jefferson, NC**



## PAST FREEDOM AWARD RECIPIENTS

2005- Wachovia Corporation – Charlotte, North Carolina

2004- ONE SOURCE BT, Winston-Salem

2003- D.H Griffin Wrecking Co., Inc. of Greensboro, N.C

~ 2006 PRO-PATRIA AWARD RECIPIENT ~

**Vulcan Materials Company – Mideast Division**

The Committee for Employer Support of the Guard and Reserve (ESGR) offers several programs for you to recognize your Employer. There are multiple levels of employer recognition awards. All employer recognition awards, and many other ESGR programs, begin with the Patriot Award.

### **The Patriot Award**

The "Patriot" award is the first step in having your employer considered for recognition as an outstanding employer. Submit a "My Boss is a Patriot" award nomination online at [www.esgr.mil](http://www.esgr.mil). Click Military Member then click Patriot Award under Programs. Every employer nominated will receive a "Patriot" award certificate and accompanying lapel pin.

### **Above and Beyond Award**

The "Above and Beyond" award is given annually, in limited numbers, to a select group of employers who have gone above and beyond legal requirements for granting leave and providing support for military duty by their employees. The award recognizes the top employers in the state who provide extraordinary support to National Guardsmen and Reservists.

### **Pro Patria Award**

The "Pro Patria" award is presented annually to the employer who has provided the most exceptional support of national defense through leadership practices and personnel policies that support their employees who serve in the National Guard and Reserve. The employer who receives the Pro Patria award is selected from the most supportive "Above and Beyond" award winners.

### **Freedom Award**

The prestigious "Secretary of Defense Employer Support Freedom" award is the pinnacle of recognition given for employer support by the Department of Defense. The award is presented annually to the top employers in the nation who have demonstrated exceptional support for service in the National Guard and Reserve. Up to fifteen employers receive the award each year.



# 2006 ABOVE AND BEYOND AWARD ~ RECIPIENTS ~



Alltel Communications	G & K Services	Moses Cone Health System
AmbuMed NC Inc	GlaxoSmithKline	North Carolina Department of Corrections
American Express	Graham Police Department	North Carolina Department of Health and Human Services
Arvinmeritor LLC	Greensboro Fire Department	Novartis Animal Health
Banks D. Kerr Family YMCA	Greensboro Police Department	Patterson Diltney Clay Bryson & Anderson LLP
BellSouth	Guilford County Sheriff's Department	Pepsi Bottling Ventures
BorgWarner Thermal Systems	Harnett County Planning Department	Progress Energy
Boy Scouts of America – Occoneechee Council	Harrah's Casino & Hotel	Republic Waste Services
Burke Pharmacy	Hertford County Sheriff's Office	Richard Childress Racing
Central Piedmont Community College	Highland Tank of North Carolina	Skyline Telephone Membership Corporation
Charlotte-Mecklenburg Police Department	Honeywell	Smithfield
City of Hickory – Fire Department	House-Autry Mills	SouthCorr Packaging
City of Raleigh	IBM Corporation	Town of Carolina Beach
Coastal Canvas Manufacturing	Institution Food House	Town of Huntersville – Huntersville Police Department
CUNA Mutual Group	Iredell Memorial Hospital	Turner Construction Company
DataDirect Technologies Inc.	Jacobsen Textron	United Parcel Service
Davidson County Sheriff's Office	Kilpatrick Stockton LLP	United States Environmental Protection Agency
Duke Power Company	Liberty Home Health Care	Valley View Construction
Durham County Government	Marine Corps Base Comptroller – ABC/M Resource Allocation Division	Wachovia National Bank
East Surry High School	Mark Air	Wake Med Endoscopy
EMC Corporation	Merrill Lynch	
Emerson Network Power		



# Employers Supporting the Guard

## He's Not Your Average Santa By Bridget Markovsky

I have met a lot of really great folks since we started working with the Employer Support for the Guard and Reserve, (ESGR)—some with impressive military careers, some who are witty and talented and some who have done some pretty wonderful things because of their commitment to ESGR.

Recently, I was given the opportunity to interview a very special member of the ESGR family. His name is Norman Cheek a successful businessman and owner of Toyota of Boone, and he is a delightful, charming character. He is not your average Santa because to him, the spirit of Christmas giving is in his heart each and every day.

I began by addressing him as Mr. Cheek. "Call me Norm, honey," he said. I then asked him if he had ever served in the military.

"I was drafted into the Army in 1958 and sent to Karlsruhe Germany where I was with the 51st Chemical Company, but after some time, the company was disbanded due to the Geneva Convention regulations on chemical warfare," he responded. "I was transferred to the 521st Engineering Company."

"The highlight of my military career happened while I was stationed in Germany," he added. "We were on maneuvers with several other squads and some Air Force boys. I was the company commander's driver, so I wasn't too worried about being taken prisoner. There was lots of commotion at one point, and we all ran out in time to see one of the planes about to crash. We all watched as the pilot stayed with his aircraft to make sure it crashed in an area where no personnel were involved. He never had a chance to eject. As we stood there muddy and wet, talking about his courage, I came face to face with Elvis Presley. He was just as real and saddened as the rest of us. To this day, whenever I think of Elvis, I think of the real hero that day—the Air Force pilot who stayed with his plane to save all of us."

Shortly after the birth of his first daughter, Cheek and his wife purchased some land in Lenoir, N.C., and prepared to settle into family life. The military had other plans however. He was called back to duty for a 10-month tour during the Berlin Crisis. He knows first hand the displacement, loneliness and worries Soldiers experience with each deployment.



**Staff Sgt. Rodney Karnes (left) and Staff Sgt. Ronald Bumgarner (center), of the 1451st Motor Transportation Company, N.C. Army National Guard, with Norman Cheek (right),**

"It was the hardest thing I ever had to do," he said, his voice cracking with emotion. "I held it together until the bus got on the road, and then I cried my eyes out."

Today he and his wife have two grown daughters who have given them two wonderful grandsons.

Cheek is a deeply caring, fiercely patriotic, hardworking American. He dearly loves his country and all who fight to protect and defend it. He is particularly attached to the 1451st Transportation Company of the N.C. Army National Guard.

Wanting to make sure "his" guys had all they needed while they were in Iraq, Norm "recruited" a soldier who had already served one tour and was on his way to his second. One call to Wal-Mart and a 20% discount later, they were on their way to a shopping spree. "Pick out what they need over there," he told the Soldier. Several thousand dollars later—he modestly refused to say how much—they were on their way to the armory with the bounty. On his way home, Cheek had another idea. "I was driving and I thought to myself, 'Now how are those kids gonna call home?'" he said. "So I went back to Wal-Mart and bought \$5000 worth of phone cards. This way they could talk to their families."

Always up for a party for someone else, he decided his birthday would be a great time to invite all of the families of the 1451st currently serving in the Middle East. Ever the resourceful one, he cajoled the armory into offering its use. Next he invited the Daniel Boone Inn to ante up. They did—by providing all the food. Then Appalachian State University offered to bake the cake. In the end, it was a birthday party for EVERYONE. Mr. Cheek...oops...Norm does it all just for the fun of seeing the relief from the worry and longing these spouses and children experience when their Soldier goes off to war.

Last year, upon the return of some of the unit from Iraq, Cheek loaded up the returning warriors and their families and headed off to Carowinds Amusement Park. He still giggles in delight as he talks about all the fun—never mentioning that he took care of tickets, food, games and anything else they might want!

He does not forget them, and they don't forget him, even while they are far away. He told me the story of a young lady from Blowing Rock, N.C., with a husband and a two-month-old baby. She had to leave them when she was deployed to Iraq. She called him late one night from the front. "I could hear the

*continued on page 13*



# Employers Supporting the Guard



## Wachovia Bank and West Marine Answer the Call to Service

### Wachovia Banks on the Guard

They are the fourth largest bank holding company in the United States, they have built a reputation of stability and community support. They operate in 16 states, serve 13.4 million people and employ 97 thousand.

If that was not enough, they strongly support their employees in the National Guard. Chief Warrant Officer Ken Matola, a pilot with B Company of the 1st Battalion 126th Aviation, NC Army National Guard, is one of those employees and he has seen their level of support. Earlier this year, he recognized his employer with the ESGR Patriot Award during a ceremony at the Lowe's Motor Speedway Club in Charlotte, NC. His experience represents the above and beyond approach Wachovia takes with their National Guard employees.

For Matola, he saw Wachovia's commitment in the spring of 2004 when he was sent to Ft. Rucker Alabama for a 6 week flight school. During this time, Wachovia held his position and continued to compensate him with full pay and benefits. Shortly after his return, Wachovia's support was put to the test. In September 2004, the newly minted pilot received mobilization orders for Operation Iraqi Freedom (OIF).

His immediate supervisor at Wachovia, Mrs. Lucy Williams, worked closely within company policy, to ensure he continued to receive all benefits of any full time employee. Throughout the duration of his deployment he received his regular salary, annual raises,

401K contributions, and retirement points towards his pension. After returning from Iraq, he rejoined Wachovia in the Project Management section.

Matola is quick to recognize the efforts of Wachovia and is especially appreciative of the concern and attention of his supervisor, Mrs. Williams. Wachovia went far and above what is required by law. They demonstrate what can happen when companies make the full commitment to their Citizen Soldiers.

**OUTSTANDING EMPLOYER?**  
Nominate them for a Patriot Award online at [www.esgr.mil](http://www.esgr.mil)  
Click Military Members > Programs > Patriot Award.

### West Marine Charts the Course

West Marine, a fishing and boating outlet, was built on the concept of strong customer service. West Marine built that reputation by employing capable representatives dedicated to the organization and committed to satisfying customers. Without question, that is how Spc. Meredith Miller of Headquarters 60th Troop Command became a valued employee of West Marine.

According to Mr. Dean Barillaro, store manager for the Washington, NC store, there is a philosophy at the company, "West Marine

is a big advocate of the United States Military and they love hiring former and active military personnel. Military personnel have the discipline, attention to detail, and the responsibility that West Marine likes when it comes to providing customer service and dealing with the public." About Miller he said, "Having Miller working at our store has been a great experience...she has added the knowledge and discipline that her Army National Guard training has provided her and rolled it into our philosophy. She has been an asset to our location and to our company."

West Marine is fortunate to have Miller as an employee, but she views herself as the lucky one. About her working at West Marine she said, "Since I am a full time college student and also an active member of the North Carolina Army National Guard, I needed an employer who would be flexible and understanding of my military and school needs." Miller also stated that West Marine was a great company to work for and Mr. Barillaro was super when it came to her National Guard training. "Mr. Barillaro has been very proactive in asking about my training and when I need time off."

West Marine has made a name for itself with its outstanding customer service, but the company has made an even greater impact on the lives of the military families that it supports. West Marine is an All-Star company in its soldiers' eyes as they support all that their employees/soldiers do for their company and our country.

## Santa *continued from page 12*

guns firing and I knew it was bad," he said. She was frightened. The conversation was brief, but she asked him to pray for her.

Three weeks after her return—and unbeknownst to Cheek—she visited the dealership to buy her husband a truck. Her salesman quietly informed Cheek she was there. When she saw him, she began to weep. "You will never know how much you mean to our unit," she said. "We all think the world of you. Thank you for everything you have done for us."

At that moment a fellow Soldier from the 1451st walked into the dealership. He

was about to leave for his second deployment to Iraq. She ran to him. Still weeping she hugged him and began to dig through her purse until she found a crumpled piece of paper. Handing the scripture passage to him she said, "Here. This is for you. I carried it with me every day while I was there, and I read it hundreds of times. Bring it back to me. I will pray for you every day, but you must bring it back to me."

"Please tell that story," Cheek requested. "It is such an important story. It just tells you how much these young men and women care about each other. Make sure everyone knows

they can do something, anything to help these kids. A letter, a card, prayers, food...anything. They are willing to lay down their lives for us. Whatever I do, pales in comparison."

"Please get together and support the troops in every way," he added. "God bless them and their families who sacrifice in many ways too. I am proud of my country and proud to have served. If I could, I would be right there with them."

Cheek does not just "talk the talk." He shares his blessings every day, always looking for ways to make the lives of the troops and their families a little brighter.



# Employer Support of the Guard & Reserve

## Ombudsman Help Resolve Issues

By Spec. Robert Jordan

Citizen Soldiers and Airmen are crucial to the defense of the country and are critical employees in businesses across the nation. When these roles come into conflict, an Employer Support of the Guard and Reserve Ombudsman is called.

ESGR Ombudsmen seek to resolve conflicts between an employer and a Guard member to the benefit of both parties. "Ombudsmen have to take a neutral position," said Senior Master Sgt. Jim Rorie of the 145th Airlift Wing and an ESGR ombudsman.

"We are there to resolve the conflict."

C o m -  
m u n i c a t i o n  
is usually the  
key to con-  
flict resolu-

tion. "The job is to serve as a liaison between guard and employer if there is a conflict with getting time off to serve," said Rorie. If there is no resolution, the case may be referred to the Department of Labor under the Uniformed Service Members Employment and Reemployment Rights Act (USERRA).

In the vast majority of cases, ESGR ombudsmen resolve the issue to the benefit of both the employer and employee without having to call in the Department of Labor for USERRA violation. "In 20 years, I have had only two cases go to the Department of Labor," said Rorie.

As a leader in the Air Guard, Rorie realizes he must work with the employer in the community. "The employer is the one who puts the bread and butter on the table," he said.

Military schools and volunteer deployments can have an economic impact on the employer as well. "With large corporations, a few Guard Members can get deployed and not have a major impact, but with small employers that can be a big impact on that company," said Rorie. "When we go out, we

stress it is a give and take. You might have volunteered, but weigh it on both sides."

Ombudsmen are available to educate employers by inviting them to see Soldiers and Airmen in action or by addressing local community and civic organizations.

ESGR recognizes the exemplary employer as well. Guard members can nominate their employer for a "My boss is a patriot" award. "It is a good way to let the employer to know about the support they are giving the guard member," said Rorie.

There are both state and national recognition opportunities for employers who go the extra mile

for deployed employees. "At the end of the year, we have a banquet and select winners of 'The Above and Beyond Award,'" said Rorie.

The highest state-level award, the "Pro Patria," is for employers who have demonstrated exceptional support. They are selected from the "My boss is a patriot" award narrative by the employee.

Nationally, the Department of Defense, "Freedom Award" is the highest recognition for an employer, with only 15 awarded each year. For the fourth year in the row, a North Carolina Employer has been nominated. Recipients usually meet the President, and the award is presented by the Secretary of Defense or someone acting on his behalf. The award presentation and travel expenses are paid by the Department of Defense.

Appointment as an ombudsman is at the discretion of the state ESGR chair. Ombudsmen bring education, mediation and recognition to the employers of Guard members. Employers needing to contact an ombudsman should go to <http://www.esgr.org>.

**Ombudsman:** (noun) one who investigates complaints and mediates fair settlements, especially between aggrieved parties.

### How can my employer get involved with ESGR?

The North Carolina Committee for Employer Support of the Guard and Reserve (ESGR) manages a program that recognizes employers based on the level of support they provide to Guardsmen and Reservists. The pinnacle of the program is for employers to achieve 5-star status and be recognized as a key partner with ESGR in support of service in the North Carolina National Guard. The various levels of employer commitment and support are:

#### First Star

##### Sign a Statement of Support

Identifies employers who have indicated their support for service in the National Guard by signing a Statement of Support.

#### Second Star

##### Review Human Resource Policies

Awarded to employers who have reviewed their human resource policies and have ensured their policies comply with provisions of the Uniform Services Employment and Reemployment Rights Act (USERRA).

#### Third Star

##### Train Managers and Supervisors on USERRA

Employers may earn the third star by training their managers and supervisors to effectively manage their Guard employees within guidelines set forth in USERRA.

#### Fourth Star

##### Adopt "Over and Above" Policies

Employers who exceed requirements for support specified in USERRA by providing extra levels of support earn the fourth star. Examples of support Above and Beyond the law are salary continuation or supplement, continuation of benefits, medical and dental coverage, staying in touch with mobilized Guardsmen and their families, providing support to the family left behind and adopting individuals or units to support during mobilizations and following at home station.

#### Fifth Star

##### Support ESGR

The fifth star is awarded to employers who help increase employer support for service in the National Guard by becoming a spokesperson for ESGR and for active involvement with the state committee.



# Employer Support of the Guard & Reserve



## Clock Back in Without Getting Wound Up By Johnny Dwiggins, North Carolina ESGR

The committee for Employer Support of the Guard and Reserve (ESGR) offers ombudsman services for members of the Guard who feel their employer may not have followed the Uniformed Service Members Employment and Reemployment Rights Act (USERRA). ESGR offers informal mediation which usually solves most issues. Most concerns identified through the ombudsman process are simply communication issues.

There are many ways to resolve conflicts between you and your employer. The best method is for you to communicate openly and without emotion with your supervisor. If you feel the need, you should always ask to meet with the Human Resources person responsible for the area in which you work. It is always a good idea to include your supervisor; however, you have the right to meet with Human Resources without your supervisor present.

Always communicate your military drill schedule, mobilization and de-mobilization dates and status in writing to your employer so that you and they have a documentation trail should issues arise. Keep your employer informed as your military status changes (promotions, new drill location, unit re-designation, etc). Most employers want to share in your success and often will include such events in company publications. Invite your employer to drop by during one of your monthly drills.

In addition to talking directly with your employer, you have several other options available to help you resolve issues.

Your chain of command is the next best method of communicating with your employer. Few employers will deny requests from unit leadership personnel who ask for assistance for one of the employers shared resources, their employees. Employers are normally eager to meet your military chain of command.

If you feel you have not received everything from your employer to which you are entitled, based on USERRA briefings at your unit, you may open a case file with ESGR by calling 800-336-4590 and selecting Option 1. Call Center attendants will advise you of your responsibilities and rights and seek your permission for ESGR to contact your employer. Once you grant permission, they will assign a case number and Ombudsman who lives near you and/or your employer. Eighty of the North Carolina ESGR Committee members are trained Ombudsmen. The one assigned to your case will normally contact you within 24 hours of receipt of your case data to discuss your concerns. They will confirm your approval for them to contact your employer. North Carolina Ombudsmen were successful in resolving 98% of the cases they worked last year. We have a 100% track record this year. Contact with your employer often results in a three way meeting between you, the employer and the Ombudsman. Be sure you share everything with your Ombudsman during the initial contact.

You also have the option of seeking assistance from Department of Labor (919) 733-7402. Their process is a bit more formal and results in a full fledged investigation. Most employers normally prefer to solve concerns on a more informal basis through ESGR. Your long term relationship with your employer will probably be better if you, your employer and your ESGR Ombudsman can solve your concerns without formal investigations.

Department of Justice and personal counsel are also options available to you. Personal counsel normally results in significant expense to you. These options should be you last resort.

A case cannot be worked by more than one of the above agencies. Should you open a case with the ESGR Call Center then decide

to contact one of the other options available to you, the ESGR case must be closed. The same rules apply to Department of Labor and Department of Justice.

Your best option is open, unemotional, direct communication between you and your employer. ESGR will assist you when you feel you need outside help.



### Steps toward an easier Employment

Communication is key, fill your employer in on drill and deployment schedules. Make them aware of dates and times as soon as possible.

If a conflict occurs leave your emotion at the door. Discuss your concerns with them openly.

Know your rights according to USERRA and offer the same information to your employer.

If your supervisor is still not responding well, contact your department's Human Resource Representative. It is a good idea to include your supervisor in this process if you are comfortable.

After speaking with the HR Rep call ESGR for further options. Sometimes it helps employers to hear the information from an outside source.

Lastly the Department of Labor can help you. Their process is very formal and will begin an official investigation into the matter.

Just remember, your long term relationship with you employer will probably be better off if you can resolve the matter without a formal investigation taking place.

# Service at Home and Abroad

## NCARNG Units



### 30TH BRIGADE COMBAT TEAM (HEAVY)

- 30th Headquarters Headquarters Co.
- 30th Special Troops Battalion
- 120th Combined Arms Battalion
- 252nd Combined Arms Battalion
- 150th Armored Cavalry Reg (WVARNG)
- 230th Brigade Support Battalion
- 1st Battalion 113th Field Artillery



### 30TH COMBAT SUPPORT BRIGADE (MANEUVER ENHANCEMENT)

- Headquarters Headquarters Co.
- 690th Maintenance Battalion
- 105th Engineer Battalion
- 505th Engineer Battalion
- 105th Engineer Group



### 449TH COMBAT AVIATION BRIGADE

- Headquarters Headquarters Co.
- 1st Battalion 130th Aviation
- Det 1 A Co 1st BN 58th Air Traffic Svcs
- B Co 1st Battalion 126th Aviation Regiment
- 226th Division Aviation Support Battalion



### 60TH TROOP COMMAND

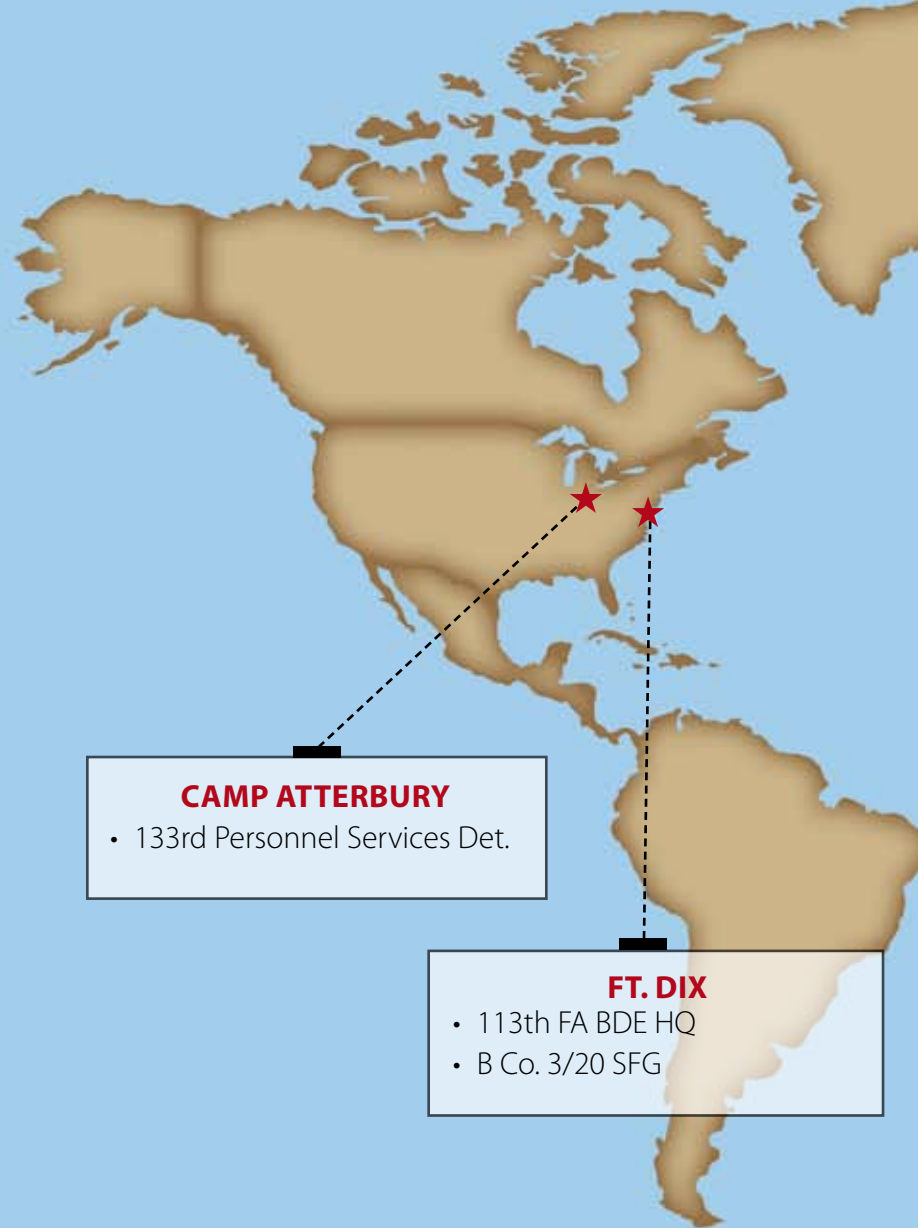
- 42nd Civil Support Team
- 139th Rear Tactical Operations Center
- 730th Quartermaster Battalion
- 30th Corp Support Group
- 5th Battalion 113th Field Artillery
- 217th Personnel Services Company



### 113TH FIELD ARTILLERY BRIGADE

- Headquarters Headquarters Battery
- 105th Military Police Battalion
- C Co 161st Area Medical Services Battalion
- 630th Combat Sustainment Support Battalion

## Deployed Units



### CAMP ATTERBURY

- 133rd Personnel Services Det.

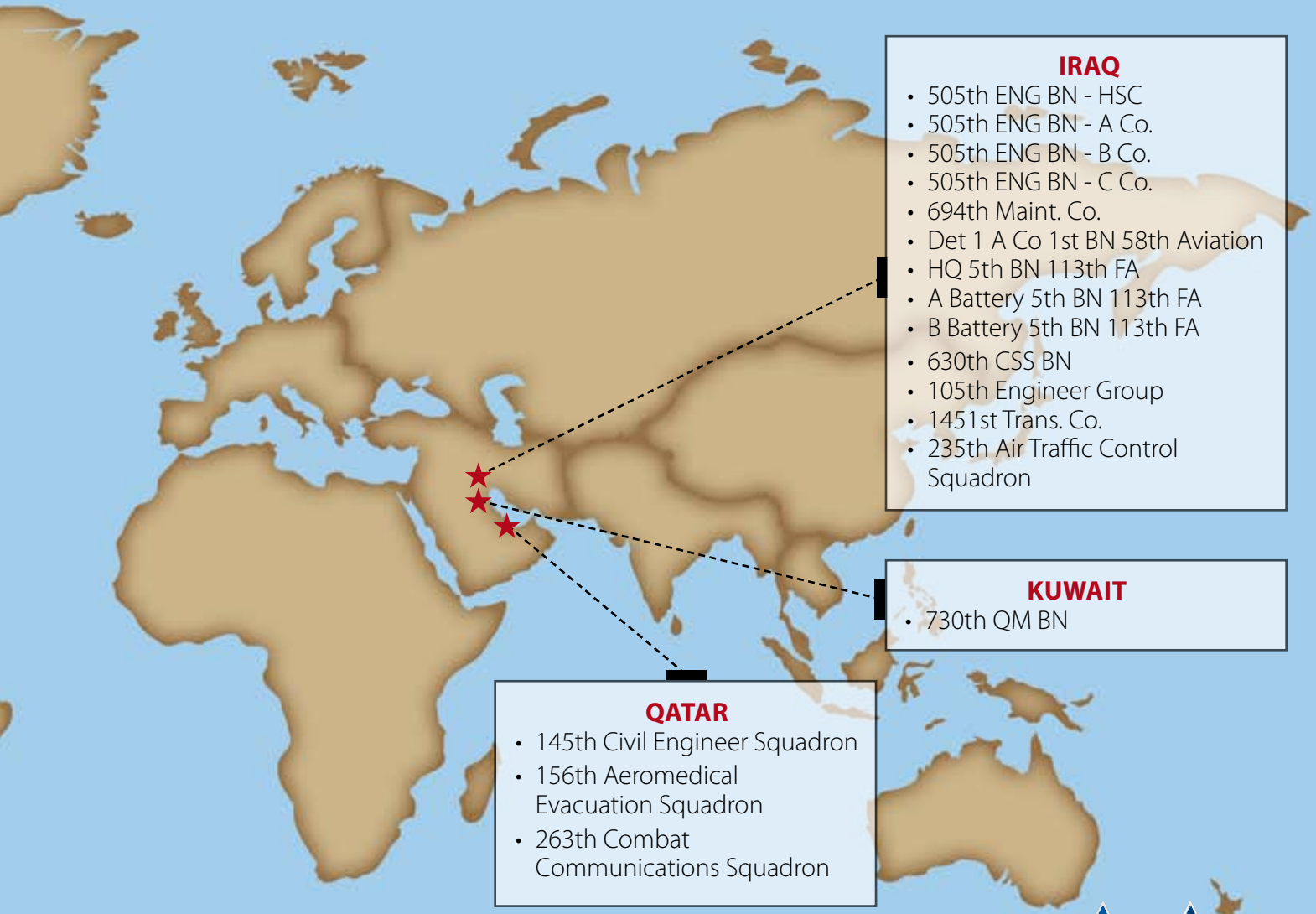
### FT. DIX

- 113th FA BDE HQ
- B Co. 3/20 SFG

**Total deployed = 1,800 soldiers**



As of 01 Aug 2006



#### IRAQ

- 505th ENG BN - HSC
- 505th ENG BN - A Co.
- 505th ENG BN - B Co.
- 505th ENG BN - C Co.
- 694th Maint. Co.
- Det 1 A Co 1st BN 58th Aviation
- HQ 5th BN 113th FA
- A Battery 5th BN 113th FA
- B Battery 5th BN 113th FA
- 630th CSS BN
- 105th Engineer Group
- 1451st Trans. Co.
- 235th Air Traffic Control Squadron

#### KUWAIT

- 730th QM BN

#### QATAR

- 145th Civil Engineer Squadron
- 156th Aeromedical Evacuation Squadron
- 263th Combat Communications Squadron

### NCANG Units



#### 145TH AIRLIFT WING

- 145th Mission Support Group
- 145th Civil Engineer Squadron
- 145th Logistics Readiness Squadron
- 145th Security Forces Squadron
- 145th Medical Squadron
- 145th Aircraft Generation Squadron
- 145th Aerial Port Squadron
- 156th Airlift Squadron
- 156th Aeromedical Evacuation Squadron



#### 118TH AIR SUPPORT OPERATIONS SQUADRON



#### 235TH AIR TRAFFIC CONTROL SQUADRON



#### 263RD COMBAT COMMUNICATIONS SQUADRON



# Chaplain's Corner

## Chaplains Face Challenges As Well

While looking at employer issues in the National Guard, chaplains face unique challenges of their own. Many churches consider their pastors to be entirely "self-employed," while others are more officially organized through their respective denominations, making the pastor a more legitimate employee of the church. In either case, reemployment rights do not necessarily apply to the church as a whole. This creates unique and challenging situations for chaplains (along with many other self-employed Soldiers) seeking reemployment following a deployment.

For example, when the 30th BCT deployed to Iraq in 2004, seven chaplains who were serving churches were among them. Upon returning, three went back to work in their churches without any interruptions; three others had to look for a new parish or employment; and one who initially went back to his former church encountered serious problems a short time later. This is not to paint a precarious picture of churches but rather to show that chaplains face some of the same employment issues as others.

Of the three who returned to their church, one chaplain said, "I serve as the senior pastor of a 1,300 member (church)... The North Carolina Confer-

ence of the United Methodist Church held my position until January of 2005 by assigning interim senior pastors throughout my time away. My position was filled by four different interim pastors during this period of time, and it was never in question that I would return. Upon my return, the United Methodist Church even funded that portion of my retirement that would have been paid by my local church so that I would not lose any retirement benefits because of my activation to Active Duty. Today, I still fill that position with greater credibility and the support of my congregation and general church. It helped greatly that I serve in a military community with 43,000 Marines and Sailors who often deploy around the world. I continue to travel to civic organizations and churches telling the story of how God blessed our time in Iraq and how we felt duly supported and prayed over. The general church, my family, and our Unit Ministry Teams all feel blessed to have served one another for 'such a time as this.'"



**Cpt. Steven King**  
Army Chaplain

## How to Support Your Chaplain

Here are a few suggestions for your church to ensure your deployed pastor's reunion with the church goes well:

- 1) Be thankful and proud if your pastor is sacrificing by serving in the military.
- 2) Pray continually for your pastor, especially if they mobilize or deploy.
- 3) Be a blessing by talking positively to others in the church concerning the deployment.
- 4) Do your part to work as a team in your pastor's absence and squash negative talk about him.
- 5) Support your pastor through your prayers, cards, letters and care packages.
- 6) Do not forget about the pastor's family. They are hurting and lonely as well.
- 7) Be patient when he returns, for reunion and reintegration with the church is also a slow process that must be handled gently and patiently just like it is with families.

## Kids on Guard *continued from page 8*

*and comforting, accurate, re-assuring answers were given to each. We realized that these children had suppressed some very deep thoughts! They wanted an opportunity to ask questions and receive real answers.*

"Kids on Guard prepares the children for deployments and lets them know their parents are well trained," said Alice Dean, a member of the Family Readiness Group. "It gives them confidence their parents will return safely."

KOG brings these children together and through play they once again feel like normal children. They learn from Soldiers

and Airmen that have deployed themselves, how hard it is to leave their families behind. They show kids that they provide support to their deployed parent that no one else can provide. They are a very important part of what the N.C. National Guard is able to accomplish. As the children listen to speakers and watch slideshows of where their parents are, they get excited, and they ask questions and get answers. Frustration is often replaced with pride as they grasp a greater understanding of what their parents are doing.

Recently the N.C. National Guard

Family Readiness group has begun reaching out to other states. "As far as we know, there is no other program in the country like KOG," Mrs. Ingram explained. "There is quite a bit of interest in our program from other States."

In order to help other states establish the KOG program it is being sent out nationally for other states to adopt. Within North Carolina the program has had great success and is continuing to grow. The KOG program provides the perfect outlet for children and families to connect and provide each other support.



# Community Resources



## Classifieds

### NATIONAL GUARD

#### Guard Knowledge Online (GKO)

<https://gko.ngb.army.mil/>

#### North Carolina National Guard Public Website

<http://www.nc.ngb.army.mil>

#### Military One Source

Call 1-800-342-9647  
[www.militaryonesource.com](http://www.militaryonesource.com)

#### Virtual Armory

[www.virtualarmory.com](http://www.virtualarmory.com)

### AUTOMATION TOOLS

#### TSP Calculator

[www.tsp.gov/calc/index.html](http://www.tsp.gov/calc/index.html)

#### Social Security Benefit Calculators

[www.ssa.gov/planners/calculators.htm](http://www.ssa.gov/planners/calculators.htm)

#### Life Insurance Calculator

[www.opm.gov/calculator/index.htm](http://www.opm.gov/calculator/index.htm)

### BANKING

#### USAA

[usaa.com](http://usaa.com)

#### State Employees Credit Union

[www.secu.org](http://www.secu.org)

### DISCOUNTS

#### Here's To The Heroes

[www.herosalute.com](http://www.herosalute.com)  
1-800-342-5283

### EDUCATION BENEFITS

#### CW2 Mark Colon Education Services Officer

919-664-6272

#### Education links:

[www.gibill.va.gov/](http://www.gibill.va.gov/)  
[www.virtualarmory.com](http://www.virtualarmory.com)  
[www.dantes.doded.mil/  
dantes\\_web/](http://www.dantes.doded.mil/dantes_web/)  
[www.aarts.army.mil](http://www.aarts.army.mil)

### FAMILY

#### Army Community Service

[www.armycommunityservice.org/home.asp](http://www.armycommunityservice.org/home.asp)

#### America Supports You

[www.americasupportsyou.mil](http://www.americasupportsyou.mil)

#### Guard Family Team Building

[www.gftb.org](http://www.gftb.org)

#### Guard Family Action Plan

[www.fgap.org](http://www.fgap.org)

#### National Guard Bureau Family Programs Website

[www.guardfamily.org](http://www.guardfamily.org)

#### Military Spouse Resource Center

[www.milspouse.org](http://www.milspouse.org)

### INSURANCE

#### USAA

[usaa.com](http://usaa.com)

#### Servicemembers Group Life Insurance

[www.insurance.va.gov](http://www.insurance.va.gov)  
Toll-Free: 800-419-1473

### LEGAL

#### Fort Bragg Legal Assistance Office

(910) 396-6113  
or (910) 396-0396

#### JAG Online

[www.jagcnet.army.mil/  
legal](http://www.jagcnet.army.mil/legal)

### MONEY MATTERS

#### Defense Finance and Accounting Finances (DFAS):

[www.dfas.mil](http://www.dfas.mil)

#### Military Money

[www.militarymoney.com](http://www.militarymoney.com)

#### MY PAY

[https://mypay.dfas.mil/  
mypay.aspx](https://mypay.dfas.mil/mypay.aspx)

#### Thrift Savings Plan

Thrift Savings Plan  
[www.tsp.gov](http://www.tsp.gov)

Thrift Line:  
1-877-968-3778

### TRAVEL

#### DoD Per Diem, Travel and Transportation

[www.dtic.mil/perdiem/](http://www.dtic.mil/perdiem/)

#### Per Diem Rates

[www.dtic.mil/perdiem/  
faqmilea.html](http://www.dtic.mil/perdiem/faqmilea.html)

#### Defense Travel System

[www.dtic.mil/travelink/](http://www.dtic.mil/travelink/)

#### Armed Forces Vacation Club

[www.afvclub.com](http://www.afvclub.com)  
1-800-481-5738 ext. 8253

#### Military Space Available Travel

[www.spacea.info](http://www.spacea.info)

#### Pope AFB Space A

Commercial: 910-394-6527  
DSN: 424-6527  
Flight Info Recording  
Commercial: 910-394-6525  
DSN: 424-6525

#### Navy Lodging

[www.navy-lodge.com](http://www.navy-lodge.com)  
1-800-NAVY-INN or  
1-800-628-9466

### U.S. Army MWR

[www.armymwr.com](http://www.armymwr.com)  
Phone: 910-396-8747/8687  
DSN: 236-8747 (trip)  
or 8687 (tour)

### VETERAN'S

#### Veteran's Centers

*Charlotte:*  
(704) 333-6107

*Fayetteville:*  
(910) 488-6252

*Greensboro:*  
(336) 333-5366

*Greenville:*  
(252) 355-7920

*Raleigh:*  
(919) 856-4616

#### American Legion

<http://www.legion.org/>

#### Veterans of Foreign Wars

<http://www.vfw.org/>

#### Department of Veteran's Affairs

<http://www.va.gov/>

### YOUTH

#### Guard Family Youth

[www.guardfamilyyouth.org](http://www.guardfamilyyouth.org)

#### National Gallery of Art

[www.nga.gov/kids/kids.htm](http://www.nga.gov/kids/kids.htm)

#### Air Force Crossroads

[www.afcrossroads.com/  
kids/index.cfm](http://www.afcrossroads.com/kids/index.cfm)

#### Military Child Education Coalition

[www.militarychild.org](http://www.militarychild.org)



## N.C. National Guard Soldiers and Airmen Assistance Fund (SAAF)

North Carolina Army and Air Guardsmen are called to duty in support of national defense, natural disaster response, and essential needs. In the absence of their Soldier or Airman, families have to deal with the challenges of day-to-day life. Their concerns are many, and sometimes they need assistance.

The Soldiers and Airmen Assistance Fund provides emergency aid to Guard families in financial crisis. Like other families, sometimes NCNG Soldiers and Airmen suffer job loss, illness, unexpected expenses, or disasters which place them in financial need. The Assistance Fund helps them through difficult times. In 2005, more than \$170,000 was provided to Guard families in need.

Your tax-deductible donation to the Soldiers and Airmen Assistance Fund will help us help families. Donations should be made payable to "NCNG SAAF" and mailed to NCNG SAAF, 7410 Chapel Hill Road, Raleigh, North Carolina 27607-5047.

There are other ways to donate to the fund such as the "Support Our Troops" license plate and the "Old Hickory At Baqubah" print by famed military artist Don Stivers.

To request assistance, North Carolina National Guard members should contact their unit staff, nearest Family Assistance Office, or the Fund office.

**"SUPPORT  
OUR  
TROOPS"  
PLATE NOW  
AVAILABLE**



The North Carolina Division of Motor Vehicles is now offering a specialized license plate that allows citizens to show their support for our military members, while providing a donation to the North Carolina National Guard Soldiers and Airmen Assistance Fund.

The new plate, with the phrase "In God We Trust" at the top and the familiar "Support Our Troops" yellow ribbon on the left side, is available through DMV offices or from the DMV web site, [www.ncdot.org/dmv](http://www.ncdot.org/dmv). The cost of the special plate is \$30 plus applicable registration fees and includes a tax-deductible \$20 donation to the Soldiers and Airmen Assistance Fund. The Fund provides emergency assistance to our National Guard Soldiers, Airmen, and their families in financial crisis.

### North Carolina Soldiers and Airmen Assistance Fund

#### Additional Information/Assistance

**Mr. Bob Suber**  
Fund Manager  
919-851-3390 ext. 3  
800-621-6159 ext. 3 (toll free in N.C.)  
[ncngsaaf@bellsouth.net](mailto:ncngsaaf@bellsouth.net)

#### Donations:

If you would like to donate send your tax deductible donation to:  
N.C. SAAF  
7410 Chapel Hill Road  
Raleigh, N.C. 27607

**Financial problems? The N.C. SAAF may be able to help.**

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